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11 December 1957

MEMORANDUM FOR: Director of Personnel

SUBJECT : Accelerated Retirement

1. Since our lunch with Rocco Siciliano and Joe Winslow of the White House staff, I have been turning over in my mind the method of attack we are using on the problem of accelerated retirement. The more I think about it, the more I feel relatively certain that this is one Agency problem that must be attacked from several different angles inasmuch as I see no possibility of any one solution. Consequently, I think that the more we move into the problem, the more important it is that we systematically start identifying and planning for the ultimate conversion from staff status to retirement or another occupation of those personnel approaching a certain age bracket. As I now see the problem, we have four possibilities for use of senior personnel who have passed the period of greatest usefulness in staff status. These are:

a. Accelerated retirement for overseas service. It seems to me that we are now approaching this problem from the right direction and if we couple it with some form of mandatory retirement, we may be able to arrive at a solution which will enable a fair proportion of senior professionals in the Clandestine Services to retire at the 50-55 age bracket.

b. Assignment to other departments. This suggestion by Siciliano can probably be worked out for certain categories of personnel with certain special talents, but it is unlikely that it would enable us to place more than a few senior personnel each year.

c. Jobs in industry, universities and foundations. Just as in "b" above, it occurs to me that we might be able to work out specific agreements with certain companies and universities and foundations whereby they would be willing to take individuals with special qualifications. This might be particularly applicable to the DD/I area where there are economists, former college professors, etc.

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2. I believe at a very early date we might start working out the details of a system by which we would select people for early retirement, and a mechanism by which they could be worked into one of the retirement systems outlined above.

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LYMAN B. KIRKPATRICK
Inspector General

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